

**AWE —  
SOME**

**SAFE AT WORK**

**SAFE IN SOCIETY**



**A guide for advocacy  
efforts in order to  
ratify convention 190  
in Kenya, Uganda  
and Ethiopia**

# ACKNOWLEDGEMENTS

This guide was developed under the AWESOME Consortium with the leadership of Womankind and close collaboration with AWESOME Consortium members, as well as insights from external supporters of Convention 190. This collective work has gotten us this far, and it will allow us to achieve the goal of ratifying ILO Convention 190.

The AWESOME Programme is a 5-year, €10 million advocacy programme funded by the Dutch Ministry of Foreign Affairs. Its goal is to strengthen women's movements by promoting increased diversity, less fragmentation and more representative engagement by women with disabilities. In addition to Womankind Worldwide, the AWESOME partner organisations in each country include a mainstream women's rights organisation (WRO) with varied policy and advocacy expertise and a disability women's rights organisation (DWRO).

The AWESOME consortium partners are:

- Ethiopia: Siiqqee Women's Development Association (SWDA), Ethiopian Women with Disabilities National Association (EWDNA)
- Kenya: Federation of Women Lawyers, Kenya (FIDA-Kenya), Women Challenged to Challenge (WCC)
- Uganda: Forum for Women in Democracy (FOWODE) and National Union of Women with Disabilities of Uganda (NUWODU)
- Womankind Worldwide

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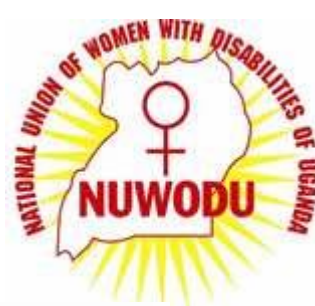
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\*Images featured are of women who have been supported through FIDA Kenya's work under the AWESOME programme.



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**Funded by the Dutch Ministry of Foreign Affairs.**



# Acronyms

<b>WRO:</b>	<b>Women's Rights Organisation</b>
<b>DWRO:</b>	<b>Disability Women's Rights Organisation</b>
<b>SWDA:</b>	<b>Siiqqee Women's Development Association</b>
<b>EWDNA:</b>	<b>Ethiopian Women with Disabilities National Association</b>
<b>FIDA:</b>	<b>Federation of Women Lawyers, Kenya</b>
<b>WCC:</b>	<b>Women Challenged to Challenge</b>
<b>FOWODE:</b>	<b>Forum for Women in Democracy</b>
<b>NUWODU:</b>	<b>National Union of Women with Disabilities of Uganda</b>
<b>AWESOME:</b>	<b>The Advancing Women's Engagement - Strengthening Opportunities to Mobilise for Equality Programme</b>
<b>C190:</b>	<b>International Labour Organisation Convention 190</b>
<b>R206:</b>	<b>Recommendation 206</b>
<b>GBV:</b>	<b>Gender-Based Violence</b>
<b>SGBV:</b>	<b>Sexual-Gender-Based Violence</b>
<b>IDP:</b>	<b>Internally Displaced Persons</b>
<b>WwD:</b>	<b>Women with Disabilities</b>

SAFE AT WORK, SAFE IN SOCIETY

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# EXECUTIVE SUMMARY

## Welcome!

To the Advocacy Guide for ILO Convention 190! This guide has been carefully designed to support individuals, organisations, and networks in their efforts to advocate for the ratification, domestication, and implementation of the International Labour Organization (ILO) Convention 190 on Violence and Harassment in the World of Work. With a focus on the Ugandan, Ethiopian and Kenyan contexts, it provides contextualised knowledge and examples that seek to facilitate the ratification, domestication and implementation processes. The information gained in the creation of this guide, and the resultant lessons outlined, can be attributed to the work of the AWESOME Consortium, under our Safe at Work, Safe in Society Campaign. Predicated on collective action, this campaign seeks to advocate for the ratification and successful implementation of Convention 190; a journey whose destination can only be reached in the presence of your contributions and participation as we mobilise for better work conditions for women.

In a world where the right to a safe and respectful work environment is still an aspiration for many, a powerful movement is emerging to challenge the status quo. It is a movement premised on the principles of justice, equality, and dignity in the workplace. At the heart of this movement lies the International Labour Organization (ILO) Convention 190 on Violence and Harassment in the World of Work.

Imagine a future where every person, regardless of their gender, ethnicity, disability, or any other characteristic, work without fear of violence, harassment, or discrimination. This vision is what drives advocates and activists around the globe who are passionately working to promote and implement ILO Convention 190 together with other key human rights conventions such as the Convention on the Elimination of Discrimination against Women (CEDAW) and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (The Maputo Protocol).

The Advocacy Guide for ILO Convention 190 serves as a compass for these change-makers, providing them with the necessary tools, strategies, and knowledge to navigate the complex landscape of advocating for this transformative international labour standard. It is a guide designed to empower individuals, organisations, and networks to make a tangible difference in their communities, workplaces, and societies.

Through the pages of this guide, we embark on a journey to understand the essence of Convention 190 and its profound implications for workers' rights. We explore the stories of those who have suffered from violence and harassment in the world of work, and we hear the voices of those who have risen above adversity to champion this cause.

It is a journey that invites us to build bridges and forge partnerships, recognising that our collective strength is far greater than the sum of our individual efforts. We learn how to engage with diverse stakeholders, from trade unions to government institutions, from civil society organisations to employers' associations, in our quest for change. By uniting our voices, we amplify the call for action and drive the momentum towards ratification, domestication, and implementation of Convention 190.

# AWESOME PROJECT AND ILO 190

The Advancing Women's Engagement - Strengthening Opportunities to Mobilise for Equality (AWESOME) Programme is a dynamic five-year programme funded by the Dutch Ministry of Foreign Affairs through the Power of Women funding framework. Its primary goal is to empower and strengthen women's movements in Ethiopia, Kenya, and Uganda, enabling them to represent the diverse groups of women within their societies. By doing so, AWESOME aims to amplify their collective voice, challenge prevailing social norms, and influence policies and key decisions that directly impact their lives.

The programme focuses on two interconnected themes: Sexual and Gender-Based Violence (SGBV) and Women's Participation and Leadership (WPL), which includes political leadership. AWESOME operates at three distinct levels:

- **Self-:** AWESOME creates safe spaces for Women's Rights Organisations (WROs), including those led by women with disabilities, activists, and young women. These spaces facilitate collaboration, solidarity, and the sharing of experiences, ultimately fostering a stronger collective effort in advancing women's rights.
- **Society-:** AWESOME endeavours to foster greater willingness and support within society to challenge harmful gender norms and attitudes. Through various initiatives and awareness campaigns, the programme seeks to shift societal perceptions and promote gender equality as a shared value.
- **Formal Institutions-:** AWESOME works towards improving the policy and legal framework to ensure the realisation of women's rights. By engaging with formal institutions, advocating for gender-responsive policies, and influencing key decision-makers, the program strives to create an enabling environment for women's full and equal participation in all spheres of life.

The joint advocacy initiatives under the AWESOME programme aim to strengthen capacity and solidarity among women's rights organisations and disabled women's rights organisations in Ethiopia, Uganda, and Kenya. Our primary goal is to challenge unequal power relations that perpetuate poverty and inequality. As part of this, the multi-country campaign, which this guide falls under, has been developed to support the ratification and implementation of the International Labour Organisation's Convention 190 (ILO 190) in these countries.

ILO 190 and its accompanying Recommendation No. 206 provide a global framework to prevent and eliminate violence and harassment in the workplace. The campaign will mobilise social movements, particularly women's rights organisations, disabled women's rights organisations, and young women-led organisations, to advocate for the ratification and implementation of ILO 190 by governments. The focus will be on addressing violence and harassment faced by marginalised women, including those with disabilities, young women, and women in rural areas.

The campaign's efforts also align with the theme of women's participation and leadership, as spaces, where women face violence and harassment due to decision-making or pursuing leadership positions, can be considered as workplaces under ILO 190. Successful practices from the campaign may be used by Womankind in other target countries to advocate for the ratification, adoption, and implementation of ILO 190.



# ABOUT ILO 190

ILO Convention 190, officially known as the Violence and Harassment Convention, 2019, is an international labour standard adopted by the International Labour Organization (ILO) on June 21, 2019 [1]. The convention addresses the issue of violence and harassment in the world of work and aims to provide a safe and respectful working environment for all. The process leading to the adoption of ILO Convention 190 began in 2018 when the ILO launched a global campaign against violence and harassment in the workplace [2]. The campaign sought to raise awareness about the prevalence of such incidents and the need for an international legal instrument to tackle this problem.

Coinciding with the 100-year anniversary of the founding of the International Labour Organization (ILO), and as a result of a decade of mobilising and organising labour unions, women's rights organisations, civil society and activists, a landmark convention and its accompanying Recommendation 206 (R206) that addresses work-related violence and harassment was adopted in June 2019 [3]. The convention defines violence and harassment as "a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aims at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment." [4]

One of the key aspects of ILO Convention 190 is its broad scope, which covers both the public and private sectors, as well as formal and informal work arrangements [5]. It applies to all workers, regardless of their contractual status, and includes measures to protect vulnerable groups such as migrant workers and those in the informal economy. The convention emphasises prevention as the primary means of addressing violence and harassment in the workplace. It requires member states to develop national laws and regulations, in consultation with employers' and workers' organisations, to prevent and address these issues. It also calls for the establishment of mechanisms for receiving and handling complaints, providing support services to victims, and ensuring access to justice [6].

Additionally, Convention 190 recognises the role of social dialogue and collective bargaining in addressing workplace violence and harassment. It encourages tripartite consultations among governments, employers, and workers' organisations to develop effective measures and policies. ILO Convention 190 also addresses the issue of violence against women with disabilities in the workplace. The convention recognises that women, including those with disabilities, can be disproportionately affected by violence and harassment. It acknowledges the intersecting forms of discrimination that women with disabilities may face and calls for measures to ensure their protection and equal treatment [7].

ILO Convention 190 emphasises the need for reasonable accommodation to ensure the full participation and inclusion of persons with disabilities in the workplace. This includes providing necessary support and adjustments to enable women with disabilities to exercise their rights and access effective remedies in cases of violence and harassment. By addressing the specific concerns of women with disabilities and emphasising the intersectionality of discrimination, ILO Convention 190 aims to ensure their protection and equal treatment in the workplace [8]. Since its adoption, several countries have taken steps to ratify and implement ILO Convention 190. Ratification involves incorporating the provisions of the convention into national legislation and reporting on its implementation.

Overall, ILO Convention 190 represents a significant milestone in the global efforts to eliminate violence and harassment in the workplace. It underscores the importance of creating a safe and respectful work environment for all individuals and highlights the need for international cooperation to address this pressing issue. The ILO Convention 190 came into force two years later in June 2021. To date, 25 countries have ratified ILO Convention 190, with Canada and Ireland being the latest additions. Uruguay was the first country in the world to ratify the convention. Within the African continent, countries that have ratified ILO Convention 190 include the Central African Republic, Lesotho, Mauritius, Namibia, Nigeria, South Africa and Somalia.

The Advancing Women's Engagement Strengthening Opportunities to Mobilise for Equality (AWESOME) consortium partners have conducted work in their varying capacities in a bid to push for eventual ratification in their localised contexts, providing expertise that will ensure a concerted effort to advocate for ILO Convention 190 is effective and inclusive.



# Why is ILO 190 important for Kenya, Uganda and Ethiopia?

## **Ethiopia:**

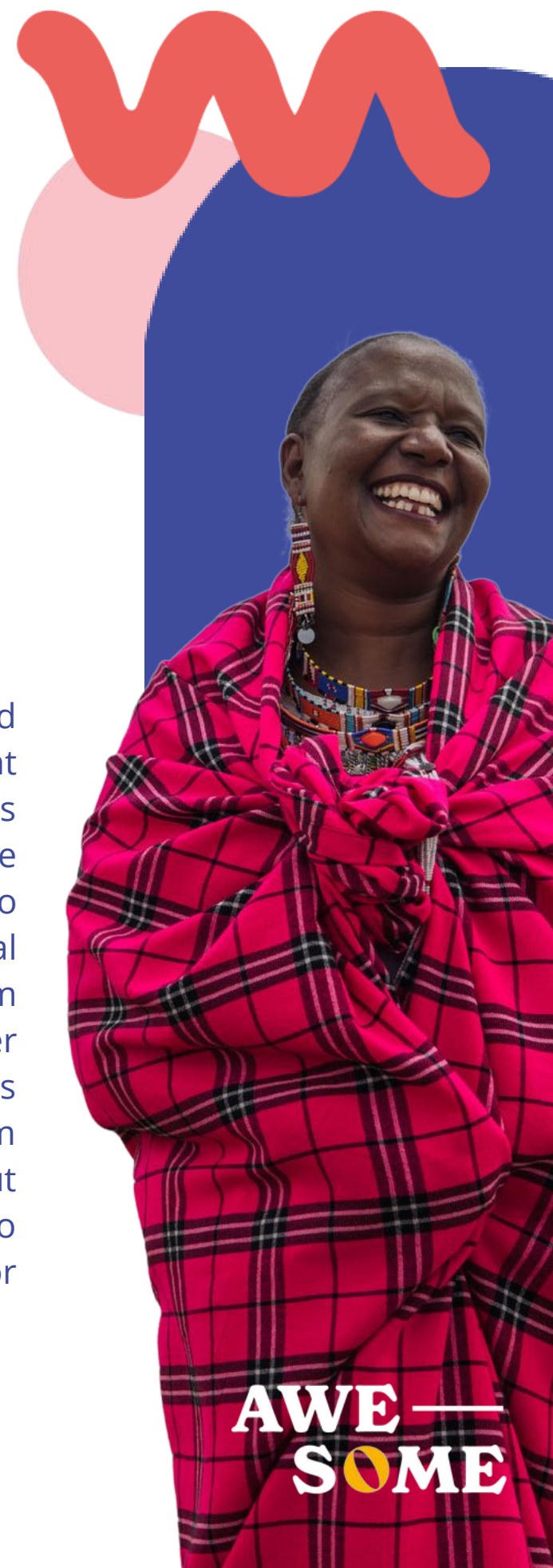
Ethiopia has undergone a turbulent period of political change. Despite implementing gender progressive legislation and appointing women to key leadership positions, women still face violence in the workplace. Patriarchal traditions, discrimination, and lack of education contribute to the prevalence of violence. Women with disabilities face even greater challenges, experiencing discrimination and abuse. The unstable economic environment and work discrimination put this group in a particularly vulnerable position. Reporting incidents of violence often results in unsatisfactory responses from law officials. With a significant portion of the population comprising individuals with disabilities, ratifying ILO Convention 190 becomes crucial in addressing the intersectional issues faced by women and marginalised groups in Ethiopia.

## **Kenya:**

Kenya faces challenges in its democratic political landscape. The 2022 elections brought about a new government, adding strain to an already tense political system. The COVID-19 pandemic highlighted issues of gender inequality, Gender-Based Violence (GBV), and Women's Political Representation. Cases of Sexual Gender-Based Violence (SGBV) against girls and women, including those with disabilities, increased by 55% according to the Ministry of Public Service and Gender. Although legislation exists to protect these populations, poor implementation and neglect by the government hinder progress. Limitations in programme planning and financing by the government contribute to the persistence of high rates of GBV, particularly affecting women and marginalised groups. The ratification of ILO Convention 190 would bring awareness, reporting mechanisms, and preventive measures to address violence against women and marginalised individuals in the workplace.

## **Uganda:**

Uganda's political climate has faced its fair share of violence and dominant patriarchy. The government has been known to employ violent tactics and manipulate state resources to maintain control. GBV remains high due to patriarchal norms and discrimination. Women face violence both in the home and in public-facing institutions, while adolescents also experience gender-based violence in educational settings. Despite legal protections in place, lack of implementation and strength of reform perpetuate social exclusion. Women with disabilities face even greater marginalisation and discrimination. Recent legislative rollbacks, such as the reinstatement of even a harsher anti-homosexuality bill, further harm marginalised communities. Uganda has ratified international policies, but implementation is lacking. Ratifying ILO Convention 190 is essential to address discrimination, and violence, and improve working conditions for women and marginalised groups.





# HOW DOES CONVENTION 190 ADDRESS THESE CHALLENGES?

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## **1 Violence/SGBV Against Women in Politics:**

VAWP is a human rights violation and form of gender-based violence that manifests physically, psychologically, and sexually, in public and private spaces. It takes place offline and post COVID-19, is increasingly online[9]. It has an impact on the women in politics who experience it directly in various forms including rape, sexual harassment, online abuse and femicide. While women in legislative bodies are the most visible targets, other correlated victims or survivors include women human rights defenders, political parties' staff, friends and family members [10]. It also undermines democratic integrity, including where political institutions such as political parties, legislatures and local councils are compromised because of VAWP [11]. Both state and non-state actors including governments, and political parties need to take action to prevent VAWP, and in so doing, protect and promote political rights [11].

C190 is relevant in addressing VAWP in various ways. For instance, Article 3 outlines explicitly that "violence and harassment in the world of work can constitute human rights violations, as well as being a threat to equal opportunities [12]." Moreover, Article 6 recognises that "member states should adopt laws, regulations and policies based on the principles of equality and non-discrimination in employment and occupation in relation to workers belonging to groups that are disproportionately affected by violence and harassment in the workplace." It emphasises the need for comprehensive measures to prevent, address, and eliminate such forms of violence. The convention underscores the importance of creating an enabling environment that ensures women's safety and equal participation in political processes. This is echoed in Article 7, which calls for effective laws and regulations that define and prohibit gender-based violence and harassment which are essential in providing access to justice and remedies for victims of violence.



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## **2 Violence and Harassment Against Women with Disabilities in the Workplace:**

The preamble of C190 specifically recognises that women and girls face multiple and intersecting forms of discrimination that cause violence and harassment in the workplace, because of underlying causes and risk factors including unequal gender-based power relations in the world of work [13]. This includes women with disabilities. It highlights the importance of adopting a gender-responsive approach to address specific challenges WWDs face at work and in workplaces through Articles 3 and 6. The convention emphasises the significance of reasonable accommodation to facilitate the full participation and inclusion of women with disabilities in the workplace. Article 15 calls for measures to ensure that reasonable accommodations are provided to meet their specific needs, enabling them to exercise their rights and contribute effectively. Furthermore, C190 emphasises the need to prevent and eliminate violence and harassment against women with disabilities. This includes raising awareness about their rights, providing training on disability inclusion, and establishing support services tailored to their needs.

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## **3 Violence and Harassment Against Women Human Rights Defenders:**

Women's Human Rights Defenders play a critical role in addressing discrimination and in the advancement of human rights and related accountability. Women, human rights defenders may encounter specific forms of violence and targeted attacks due to their gender and their role in advancing human rights. C190 is relevant to the violence and harassment WHRDs face because of their work, and in their workplaces due to its comprehensive provisions and measures. It underscores the importance of providing legal protections to ensure safety and well-being in the world of work. This includes conducting risk assessments, implementing protective measures, and offering support services to address their specific needs. Additionally, the convention highlights the significance of effective remedies, access to justice, and non-reprisal measures for victims of violence and harassment. It recognises the importance of holding perpetrators accountable and providing redress for the harm caused. C190 emphasises the need to create a safe and enabling environment for women human rights defenders to carry out their important work without fear of violence or harassment.

# What strategies can be employed to ratify Convention 190

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## **AWARENESS AND ADVOCACY**

Raising awareness about the importance and benefits of ILO Convention 190 is crucial. Advocacy efforts can target various stakeholders, including governments, policymakers, employers' organisations, trade unions, civil society organisations, and the general public. Highlighting the positive impact of ratifying and implementing the convention in promoting safe and inclusive workplaces and protecting the rights of workers can help generate support. Media presence is also fundamental to successful advocacy, as it allows not only for sensitisation but amplification of existing work that is being conducted on the ground.

## **COLLABORATION AND PARTNERSHIPS**

Building strong partnerships among different stakeholders is essential. Governments, employers' organisations, trade unions, and civil society organisations can work together to advocate for ratification, domestication, and implementation of Convention 190. Collaborative efforts can include joint initiatives, campaigns, capacity-building programs, and sharing of best practices.

## **LEGISLATIVE AND POLICY REFORM**

Governments can review existing laws and policies to ensure they align with the principles and provisions of Convention 190. This may involve amending or enacting new legislation and developing comprehensive policies that address violence and harassment in the workplace. Governments should also provide clear guidelines on reporting mechanisms, investigation procedures, and sanctions for offenders.

## **CROSS-LEARNING**

Cross-Learning programs can be organised for relevant stakeholders, including government officials, employers, trade unions, and workers, to enhance their understanding of ILO Convention 190 and its implementation. Training sessions, workshops, and awareness campaigns can help promote a better understanding of the concepts of violence and harassment, prevention strategies, and the importance of creating a culture of respect and dignity in the workplace.

## **GENDER DISAGGREGATED DATA COLLECTION AND ANALYSIS:**

Collecting reliable data on violence and harassment in the workplace is crucial for understanding the extent of the problem and formulating evidence-based policies and interventions. Governments can invest in data collection mechanisms and research studies to gather information on the prevalence, types, and impacts of violence and harassment. This data can inform the development of targeted interventions and monitoring mechanisms.



# Continued

## SUPPORT SERVICES

Establishing support services for survivors of violence and harassment is important. Governments and employers should ensure that victims/survivors have access to confidential reporting mechanisms, counselling, legal support, and other necessary services. Providing adequate resources for these support services is essential to ensure the effective implementation of ILO Convention 190.

## MONITORING AND REPORTING

Establishing monitoring mechanisms to assess the implementation of Convention 190 can help ensure accountability. Governments can set up monitoring bodies or assign existing institutions to monitor progress, collect data, and report on the implementation of the convention. Regular reporting to international bodies, such as the International Labour Organisation (ILO), can also help track progress and identify areas for improvement.





# The Case of Namibia

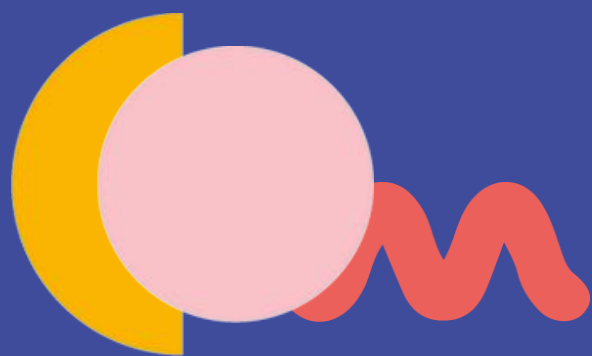
Namibia's successful ratification of ILO Convention 190 stands as an inspiring example for other countries seeking to address violence and harassment in the workplace. The country's systematic and inclusive approach to ratification, coupled with the immediate implementation of the convention's principles, set the stage for their achievements. This demonstrates that change is attainable, even in different political contexts.

Political will played a crucial role in Namibia's journey towards ratification. The Minister of Labour and Employment Creation recognised the importance of the proposed labour standards during a time when the government faced public outcry against gender-based violence. This commitment at the highest level of government provided a strong foundation for advancing the cause.

Namibia took strategic steps to ensure the successful implementation of Convention 190. They formed a dedicated working group on violence and harassment, which outlined the roles of various ministry components and developed a roadmap for action. Research also played a pivotal role, with a study conducted in collaboration with the ILO revealing the prevalence of sexual harassment in Namibia.

Namibia actively engaged with stakeholders, including employee organisations and trade unions, to assess compliance with the convention and develop plans for alignment with international standards. They mobilised support through high-level briefings, advocated for law reform to incorporate the principles of the convention, and ensured compliance through the formalities of ratification. Public awareness was also prioritised, with ongoing media coverage to inform and engage the public in eradicating violence and harassment.

Namibia's dedication to implementing Convention 190 is evident in its ambitious plans. They have developed short, medium, and long-term strategies coordinated by multi-sectoral mechanisms, utilising existing institutions. This includes changing hearts, training master trainers, providing coaching, and employing innovative media approaches to share experiences with other governments and stakeholders. Namibia's journey serves as an inspiration, showcasing the power of inclusive approaches, political will, research, stakeholder engagement, and public awareness in creating safer and more equitable workplaces.



# Implementation before ratification is possible!

Implementing Convention 190 of the International Labour Organization (ILO) before ratification can be a proactive approach to addressing violence and harassment in the workplace. While ratification is the formal process of adopting the Convention at a national level, there are several steps that can be taken to implement its provisions even before the ratification process is completed. Here are some strategies:



## Policy Review and Development:

- Conduct a comprehensive review of existing national laws, policies, and practices related to violence and harassment in the workplace.
- Identify gaps and areas where the national legislation can align with the provisions of Convention 190.
- Engage in dialogue with relevant government departments, employers' organisations, and trade unions to advocate for policy reforms and necessary legal amendments.



## Workplace Assessments and Action Plans:

- Encourage employers to conduct assessments of their workplaces to identify potential risks and instances of violence and harassment.
- Support the development of workplace policies, procedures, and action plans to prevent and address violence and harassment.
- Promote the establishment of internal reporting mechanisms, support services for victims, and disciplinary measures for perpetrators.



## Data Collection and Research:

- Collect data and conduct research on the prevalence and impact of violence and harassment in different sectors and industries.
- Use this data to advocate for evidence-based policies and interventions.
- Collaborate with research institutions and organisations to generate knowledge and insights that can inform policy development and implementation strategies.



# The Case of Ethiopia: Siqqee Women's Development Association

This case study focuses on the strategies implemented by the Siqqee Women's Development Association (SWDA) to advocate for safe working spaces and raise awareness of the International Labour Organization (ILO) Convention 190 in five project sites located in Ethiopia's Industrial Zones.

The target districts near Addis Ababa are marked as industrial zones, encompassing various industries such as textiles, flower farms, food processing, bottled water manufacturing, and a dry port. These industries heavily employ young women and girls, and the areas experience significant rural-urban migration of women displaced by ethnic conflict in other parts of Ethiopia. Women and girls in these areas face frequent harassment, workplace violence, and high rates of gender-based violence (GBV), with Oromia having the highest GBV rate in the country.

## Strategies:

### 1. Creating Awareness:

SWDA raises awareness among young women and girls working in factories and internally displaced persons (IDPs) in their program sites about their right to safe living and working spaces. They educate them about the legal protections available within Ethiopia as well as regional and international instruments like ILO Convention 190.

### 2. Creating Safe Spaces and fostering collective advocacy:

SWDA establishes safe spaces for young women working in factories and women IDPs in industrial zones. These spaces facilitate peer-to-peer networks, allowing women and girls to share their experiences of violence at work, build confidence, and reject the normalisation of violence against them.

### 3. Training Women Paralegals:

SWDA trains women workers in factories and the dry port as paralegals to provide legal advice and support their peers in reporting cases of GBV. The paralegals have already assisted 20 women in reporting SGBV cases to the police. SWDA also supports the establishment of a platform that advocates for equal treatment, accessible workspaces, information, and support for women with disabilities (WwDs).

### 4. Working with Factory Owners/Private Sector Employers and Male Workers:

SWDA collaborates with factory owners, private sector employers, and male workers to improve safeguarding measures, response mechanisms, and reporting systems for women in factories and the dry port. Through dialogue and training sessions, SWDA promotes awareness of international instruments on SGBV, including the provisions of ILO Convention 190. These efforts have led to attitudinal changes among male employees and managers, policy revisions, and the assignment of psychologists to counselling women in some factories.

### 5. Working with Formal Institutions:

SWDA advocates for the revision of laws to ensure workplace safety for women, as the path to ratification of Convention 190 may be uncertain and time-consuming. They conduct reviews of current laws, identify gaps leaving women vulnerable to violence and harassment, and establish strong relationships with women legislators. SWDA engages with regional authorities, such as the Oromia Region Supreme Court and the Gender and Child Justice Director, to provide training and highlight legislative gaps that fail to protect women workers from SGBV in the Eastern Processing Zone (EPZ).

In summary, SWDA employs a range of strategies including awareness campaigns, creating safe spaces, training paralegals, engaging with stakeholders, and working with formal institutions to advocate for safe working environments and promote the rights of women in the Industrial Zones of Ethiopia.



# Join

## How to get involved in the Safe at Work, Safe in Society Campaign

### Us!

# 1

### Amplify and Awareness Activities

- Utilising this guide, develop comprehensive educational materials that explain the provisions and objectives of Convention 190.
- Raise awareness among target populations, civil society actors, and decision-makers about the importance of ratification and implementation.
- Highlight the collective unity among stakeholders and the benefits associated with implementing the Convention.

Using social media to do this? Remember to use the hashtags #ILO190, #RatifyC190, #SafeAtWork, #SafeInSociety

# 3

### Storytelling for Knowledge Awareness

- Utilise contextualised storytelling to educate and raise awareness about the impact of violence and harassment in different settings.
- Tailor the campaign messaging to specific contexts and address the identified needs of existing campaigns.
- Foster a sense of unity and collaboration by consistently sharing personal experiences and messages.

# 2

### Use Contextually Sound Language

- Acknowledge the diversity of perspectives held by governments and civil society regarding Convention 190.
- Use language that respects cultural sensitivities while advocating for the rights of marginalised groups, particularly women with disabilities.
- Highlight the intersectional nature of violence and harassment to ensure inclusivity and active engagement.

Looking for messaging examples? Check out the Messaging Board included at the end of this guide!

# 4

### Foster Alliances and Collaborate With Us!

- Engage partner organisations, civil society, and other stakeholders to build a strong network of advocates for ratification and implementation.
- Foster collaboration with existing campaigns and movements addressing gender-based violence and harassment.
- Establish multi-sectoral alliances to support the promotion of Convention 190 and leverage collective efforts.

# 5

## Monitoring and Advocacy

- Monitor and report on the progress of ratification and implementation efforts.
- Advocate for necessary legal and policy reforms to align with the provisions of Convention 190.
- Support the empowerment of survivors and victims of violence and harassment through counselling, legal aid, and other essential services.

**Remember, this is intended as a guide, and it should be adapted to suit the specific context, needs, and resources available to your organisation.**

# 6

## Engage with in cross-learning opportunities which include:

- Provide training and capacity-building initiatives for NGOs, activists, and community leaders on Convention 190 and related topics.
- Strengthen the knowledge and skills of advocates to effectively engage in advocacy, awareness-raising, and policy discussions.



**#SAFEATWORK  
#SAFEINSOCIETY  
#RATIFYC190  
#ILO190**

# USEFUL RESOURCES ON ILO 190

## 1. Treaties, Conventions, Laws

1. International Labour Organization. (2019). Violence and Harassment Convention, 2019 (No. 190). Article 1., 4,5,6,7. Retrieved from [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C190](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190)
2. International Labour Organization, Ending Violence and Harassment Against Women and Men in the World of Work, International Labour Organization Conference, 107th Session, (2018).
3. International Labour Organization. (n.d.). ILO Convention No. 190 and Recommendation No. 206. Retrieved from [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:R206](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R206)

## 2. Policy Briefs

1. AWESOME ILO Convention 190 policy brief. <https://www.womankind.org.uk/resource/ilo-convention-190-policy-brief/>
2. International Labour Organization, Convention No. 190 and Recommendation 206 At a Glance, (2019). [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms\\_738114.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_738114.pdf)
3. ILO Brief n° 4: Violence and harassment against persons with disabilities. [https://www.ilo.org/global/topics/disability-and-work/WCMS\\_738118/lang--en/index.htm](https://www.ilo.org/global/topics/disability-and-work/WCMS_738118/lang--en/index.htm)

## 3. Toolkits/Guides

1. Centre for Women's Global Leadership Global 16 Days Of Activism Against Gender-Based Violence Campaign! 2019 Guide <https://16dayscampaign.org/wp-content/uploads/2019/10/2019-Global-16Days-Campaign-Guide-Final.pdf>
2. Centre for Women's Global Leadership Global 16 Days Of Activism Against Gender-Based Violence Campaign! 2020 Guide <https://16dayscampaign.org/wp-content/uploads/2020/11/OFFICIAL-CWGL-2020-16-Days-Campaign-Advocacy-Guide.pdf>
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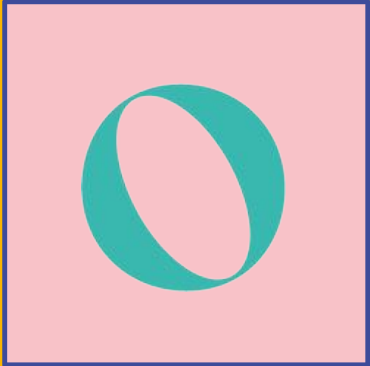
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# Messaging Board

Getting to our places of work should not be an exercise in avoiding violence

The law claims to protect women from violence in the workplace, yet we continue to face these challenges today  
#SafeatWork,  
#SafeinSociety

#C190



Without intersectional justice, diverse women will continue to experience violence and harassment in the workplace.

Let us sensitise ourselves on violence prevention in the workplace, rather than recovering from it



# Messaging Board

Women with Disabilities  
are more vulnerable to  
violence in the  
workplace.  
Let us put an end to this.

Stand Strong,  
Stand  
Together

#RatifyC190

Work Without  
Fear

Dignity at  
Work

What is #C190?  
This is the first  
international treaty that  
recognises the right of  
everyone to a  
world of work free from  
violence and harassment

Join our call to action  
in ending workplace  
violence by calling on  
governments to  
#RatifyC190.  
We all have a  
collective  
responsibility in  
pushing for dignity in  
the world of work.

We are taking  
collective action to  
push the governments  
of Kenya, Uganda and  
Ethiopia to #RatifyC190  
and implement it

